

Leaders, Soldiers, Families and Civilians of the Regiment,

As of 1300hrs today I am on the net and I am honored to serve you as your 10<sup>th</sup> Regimental Command Sergeant Major. As I look out towards the future I realize that the possibilities are endless and the road ahead will certainly be challenging. Nonetheless, I am extremely excited about the opportunity and I am ready. My focus will be to continue building upon the initiatives of those that served before me and leverage the experience of those in the field to improve all that we do. To be associated with the nine great RCSMs that came before me is humbling to say the least.

I have put a great deal of thought into this position over the last month and I have come to the realization that there is no manual I can open that will guide me down the road. What I do know is that I am confident my career and the great people I have served with have prepared me for this mission. My pledge to you is that I will not forget where I came from and I acknowledge my sole purpose is to serve the Soldiers, leaders, civilians and families of our Regiment. The more I advance in my career the more I realize that success is only possible if we support one another. Within the Regiment we are all on the same team regardless of component, MOS or mission and I encourage everyone to respect that and to support one another. Here are a few of my initial thoughts and focus as I assume this role.

I love being an enlisted Soldier and Noncommissioned Officer. With that said, Soldiers, I am listening and I am convinced that there is nobody better qualified to tell me how our equipment is working, how relevant our training is and what we need to improve on. When decisions are being made your readiness, welfare and your families will be priority consideration. I'm proud of you because I realize you don't have to be in the fight serving your country. You made a conscious decision to sacrifice and whether you are a Military Police Soldier or one of our outstanding support Soldiers, you are appreciated and valued. I will do everything in my power to ensure you are properly equipped, trained and ready to fight and that we are structured in a way that allows you to grow personally and professionally. I look forward to talking with as many of you as I possibly can.

NCOs, I hold you in high esteem and I expect to see you out front leading. I will need your input and I don't expect you to wait for me to ask for it. As with our Soldiers you feel the impact of our decisions and I need you to be involved in the process. If something is broke say it's broke and if something is working that we need to capitalize on I need to hear that also. NCOES is going to be one of my top priorities so push your input up through your CSMs. Look at bringing back the traditions and standards that we have sacrificed (sidelined) over the last few years stating "OPTEMPO" as the excuse. I know we are busy but candidly speaking we are growing a generation of Soldiers and junior NCOs that will be unable to pass the torch of tradition because we are not taking the time to train them. I know it's not easy but we have a shortfall here and we need to fix it. To provoke some thought, ask yourself when the last time you have held or attended a Dining In, NCO Induction Ceremony, Soldier and NCO of the month/quarter board, in ranks class A inspection, barracks inspection, watched a squad or platoon actually march from point A to B, a junior NCO making an on the spot correction...and I could ramble on extensively. Right now someone is saying to themselves as they read this..."this stuff is not important right now while at war". I call bull and counter your thoughts by saying you are using OPTEMPO as an excuse to give away our traditions and grow future leaders that just don't get it, or value our role as NCOs. Some of you are outstanding at finding the balance and I applaud you. I'll leave it at that.

I am a huge fan of the Officer and NCO relationship and have been fortunate in my career to serve with some of the finest officers, warrant officers and commanders in our ranks. I plan on having open communications with the Commanders in the field and I encourage all of you to call upon me. Without question, we have the greatest team of Command Sergeants Major and Sergeants Major in the field so I trust you will use their experience and work together to accomplish our various missions while caring for Soldiers and families.

Communication is a must and as I travel around to visit all of you I will be in 80% receive and 20% delivery mode. The 80% will be me learning from you so that I can bring your recommendations, concerns and good news stories back home and share them with the people that can turn them into something positive. The 20% will be me providing you feedback, changes and initiatives in the Regiment and sharing your good news stories. If we stay connected and talk we will cut out the guess work and as a result become more efficient. Bottom line is my travel should be purposeful and I plan on giving you some advance work prior to my arrival and then me leaving with homework. I am out there to hear your story and learn from you so I can assist you with all the tools we have at the Regiment's disposal.

Understanding I wear two hats in this position as the RCSM and as the CSM of the Military Police School, I will strive to find a balance and give both equitable attentions. Reality is, we support our Soldiers at the tip of the spear through the training institution and therefore it needs to be maintained and properly manned with the best cadre the MP Corp has to offer. I will be asking in the near future for you to send us your best. I need you to consider your contribution as an investment into the Regiment; it is the right thing to do. Within my first 30 days I expect to have a pulse on what our true needs are and I will be reaching out.

Assignments equity is a challenge in our Regiment and our great team at HRC is doing an outstanding job at moving people around to give everyone a chance to serve in combat. Those of you that have been slugging away with multiple deployments need to move over to allow someone else the opportunity. Your families have also earned and need that break. Those of you that haven't had the opportunity to deploy need to take control of your future and seek out an assignment that will achieve that goal. I will send out a message to the Command Sergeants Major and Sergeants Major in the near future that outlines how I will operate as it pertains to the assignments process, including theirs.

I promised myself I would not be long winded on my initial signing on of the net so I will leave you with this. I have been blessed with an opportunity to serve at a level of enormous responsibility and I don't take that lightly. I will run as fast as I can in the onset to hone in on what the priorities are and I will get to work for all of you. This is a position of cooperation and team work and I am fortunate enough to be placed in a role of facilitator to make that happen. Cory and I look forward to serving with all of you along side our new Battle Buddies, Dawn and BG Dave Phillips.

"Of the Troops and For the Troops"

"NCOs LEAD THE WAY"

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